

*Fraternal Order of Police*

# CHICAGO LODGE 7

Official Magazine • February 2024

## LOOKING AHEAD

**In an exclusive conversation with Lodge 7,  
Larry Snelling discusses the trails,  
tensions and travails of Chicago Police  
Officers and the Department**



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**COVER STORY  
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# On The Record

Chicago Lodge 7 members certainly have many questions they would like to ask Superintendent Larry Snelling. Some of those key questions were part of an epic conversation Snelling had with *Chicago Lodge 7 Magazine*. In this exclusive interview, Snelling talks about Department morale, working 24/7/365 to give officers what they need to do their jobs, preparing for what might be a tumultuous Democratic National Convention, how he is going about selecting a First Deputy and building his leadership team, making sure members get truthful information and what it will take to make up for the struggles of the previous CPD administration. Snelling notes that he doesn't have all the answers – yet. But he is working on them, and, in the meantime, he talks about what's most important for officers: making sure he has their backs.



COVER DESIGN BY JENNA RAMOS

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# CHICAGO LODGE 7

Official Magazine  
President's Report



## Getting a read on arbitration for discipline, the superintendent and much more



JOHN CATANZARA JR.

Before we go deep on the City Council and the arbitration for termination blockbuster, let me alert you that this is one of the most must-read issues of *Lodge 7 Magazine* we've ever done. Starting with the cover story from the sit-down we had with Superintendent Snelling at the end of January.

This started out to be a 20-to-30-minute update with Larry about his first few months on the job. Then, 30 minutes turned into an hour. An hour turned into two hours, and we covered what's happening with the First Deputy and the command staff, the expectations and reservations regarding securing the Democratic National Convention this summer and what the hell to do about the migrant situation. And everything in between, as well as some conversation that's not all fit to print.

Not to give too much away about the story that begins on page 33, but the boss did tell us why he hasn't named a No. 2, even though you would think he would like to have somebody by now just to bounce stuff off of. But we did hear about how it's definitely his Department now with having to clean up the mess of the previous administration.

I think you will find this conversation with Larry refreshingly direct.

On to the arbitration for termination. By 4 p.m. on Jan. 31, we were finally drinking a toast to victory. F the continued cowardice from the council and the mayor. Judge Mullen granted us the temporary restraining order that validated our right to arbitration on discipline matters as granted by our contract and the Illinois State Constitution.

Which effectively suspends all current cases with the Chicago Police Board. None of our members can be subjected to that circus with the TRO extending until Feb. 26, when we are confident Judge Mullen will grant our summary judgment and make it permanent. Unless the City Council does the right thing and does not vote to reject the part of our new contract that grants the right before the next court date. Then going back to court will be moot.

If the City Council rejects it, I guess we'll be back there. So they're on the clock. But in the meantime, all Police Board activities are suspended.

This has been caused by a cowardly mayor trying to run cover for his supporters so they wouldn't be forced to take a "no" vote again. So if they take no action by Feb. 26, there's nothing they can do to stop it. If they vote to reject it, then they will have to take that explanation back to the judge.

He will then make a ruling on whether the TRO will remain and whether he is going to issue a decision on the summary judgment request for the whole award to be in effect immediately. We certainly expect the judge to weigh in on making the rule effective immediately if the City Council doesn't have the balls to do the right thing.

The City capitulated pretty quickly to the TRO, knowing that the judge was leaning that way anyway. So maybe they're trying to see what kinds of hearts and minds get changed with this court action, where some council members will realize, "This is a losing battle. We need to just stop." And enough of the council members will then change their vote.

I think everybody understands we have the legal high ground. They may think they have the moral high ground, but I think union people would say we have the moral high ground on top of the legal high ground.

We feel pretty comfortable either way. If they want to fight, we've made it very clear with Lightfoot, we have no problem being wartime people. They're the ones with the convention coming up. If they want to make this a summer shit show, that will be their choice.

Prior to the Jan. 31 council meeting, we were told we had a couple of flips coming from some aldermen. Maybe they saw that the ability to have discipline cases heard by an arbitrator is forever codified in the collective bargaining agreement. Maybe that's why the mayor and his council minions politicked to keep the vote from being called.

Either way, members can count on the fact that for the first time in the collective bargaining history — for us, at least — termination cases will be much more fair. The Police Board might've been an entity that worked back in the day. There may have been some semblance of understanding fairness. But they've only gotten worse at the Police Board.

The simplest example of why it became such an issue is the hearing officers and their rulings

**President's Report continues on Page 6**

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## The meaning of service

You will read in this issue the story of LeArthur Dunlap, a Chicagoan who became one of the first African Americans to enlist in the Navy. He fought in World War II, then went on to serve as an agent with the CIA, ATF, FBI and other government agencies. He was a spy in Europe. It's fascinating as hell when you think about a Black man in the '60s doing all this governmental work.

I met him in 2017, and I will never forget that conversation for the rest of my life. The most poignant thing that LeArthur told me that day was when he talked about how he and his buddies went to sign up for the Navy.

He was fortunate enough to go to electronics school on the East Coast. But he says, "When we went, John, we all kind of knew we were just going to be cooks because that's just the only thing they had available for Black sailors

at the time. And we were OK with that because I just wanted to do something to serve my country."



I just think it's a powerful message for all of us about perseverance and just doing what needs to get done. I think there is a deeper meaning reminding us that service means sacrifice.

I always meant to follow up with him and reach out to him again. Unfortunately, I just waited too long. The last time I really made an effort, I found out he had just died, in August 2020. At age 97.

It's his kind of sacrifice of knowing you're opening paths for other people that is generational. And he would think he was fortunate to be able to live to see that date. Sometimes, we don't get to see

those days. But you certainly should have a focus that your goal is to have that kind of lasting effect.

## Fighting the good fights

While we focused so much of our energy on the arbitration for discipline, we have some other major provisions of the contract that still are not in effect. And it's beyond frustrating, especially with the parental leave and how hard and long we've been fighting for that.

The City is now kind of moving the goalpost, so to speak, and denying officers the very benefit that we were pledged and voted on. They seem to think that they now have the ability to say, "Well, we just agreed to what the sergeants agreed to." Not what we agreed to at all. I was very clear that the sergeants' agreement would be fine in theory going forward if it applied retroactively.

But our intent from the beginning was whatever leave you would've been afforded starting Jan. 1, 2023, you will still be entitled to every single day of that. Regardless of how old your child is at this point, it would only be calculated as the child's age as of Jan. 1, 2023.

The problem the City is having — and it's pure greed — is they are categorizing this all under the Family Medical Leave Act. And there is no retroactivity to the Family Medical Leave Act as far as getting their tax credits from the federal government.

We personally don't give a damn about the City's ability to get tax credits. Our members are deserving of this leave. And they are

going to get it one way or the other. As we sat at that table, I repeatedly explained very simply what this was. And I just explained it to you. Whatever you were due Jan. 1, 2023, is what you are going to still get, full stop.

The other provision we are fighting is the hire-back program. This is another very simple concept in order to supplement and let officers come back to this job, because we need as many of them to come back as we possibly can.

There was a very simple plan that they would lose their seniority for bidding, for vacation, for all of that stuff. They would simply maintain their seniority for their pay scale. Whatever number of years they left with is the number they would come back with.

And the continuous service, again, their previous service to the police department, would qualify them to be able to take promotion tests. Now, they are denying officers the ability to take the sergeant's promotion test or the field training officer's promotion test. It makes no sense whatsoever.

Again, another concept that they are kind of pulling the rug out from underneath and just denying, denying, denying — in part because they're just lazy and cheap. I don't know if it's money, ability or just... I don't know. It's so infuriating.

### PRESIDENT'S REPORT CONTINUED FROM PAGE 5

about what's allowed into evidence. As recently as two weeks ago, one of the hearing officers for Eric Stillman's case ruled that Adam Toledo's gang affiliation will not be allowed as evidence, even though it was cited in COPA's investigation. It's just another example of the hearing officer putting their thumb on the scale against our officers.

So, it will definitely be quite different in front of an arbitrator. And again, it's not rocket science at this point. It's literally state law. And all members of the City Council have vowed to uphold the constitution of the State of Illinois.

So I don't know how they think they can get away with it. The arbitrator, Ed Benn, rightly called out anybody who voted "no" against it in violation of their oath, including the mayor for championing the ability to tank this. And his effort to tank it was in violation of his oath of office.

But the difference between doing the right thing and doing the simple thing is a mile and a half for these people. It's hard to determine what their logic really is. Whether it's intentional, whether it's incompetence, I don't know. It's hard to pick what their purpose is.

But it is cowardice.

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# Making Wellness a Priority in 2024



**MICHAEL  
METTE**

How is everyone doing on their New Year's resolutions? If you are still going strong, great work! If you have already stopped or are struggling, relax, take a breath, and start again. Such is life, that we set out on a great path to only find ourselves behind on our goals. It's OK. Reassess and begin again with a new timeline or restructured plan.

February is a month of cleansing according to the Latin origins of the word februa. This year we get an extra day to help us in our cleansing! Happy Leap Year! It's no secret that I am a huge proponent of self-care and overall mental well-being, so I am going to take a moment to remind everyone that this is a perfect time to get acquainted with your best ways to keep your mind healthy.

Not sure how? Let me reintroduce you to Lodge 7's close partnership with The First Responder's Wellness Center (FRWC). Dr. Carrie Steiner and her wonderful colleagues have been helping our members for years now, and they have been seeing our members right here at Lodge 7 in our second-floor wellness center.

Dr. Alexis Reynolds has graciously been seeing members in our safe and private offices. You can also use the FRWC for the department's new voluntary annual wellness checks. What are those? Well let me tell you. Since May of last year, the department has allowed officers to be able to go for a wellness check with a licensed clinician and have it count as your tour of duty.

This is covered under Employee Resource E07-07: Voluntary Annual Wellness Check-In Program. If you have never been to any type of therapy, this is a great way to introduce yourself to one of the best ways we as LE can help our mental well-being.

If you would like to take part of this yearly program, you have two

ways to go about it. You can go through EAP and their wonderful clinicians, or you can use any outside licensed clinician. And yes, this must be a licensed clinician.

If you would like to go through EAP, the first step is to email the request to [wellness.checkin@chicagopolice.org](mailto:wellness.checkin@chicagopolice.org) from your department email account with the following information: name, rank, star or employee number, unit of assignment or detail, and day-off-group. You will provide a preferred session date or range of dates within 60 days of the request, and the preferred EAP location for the session. Your requested date must be a regular tour of duty. Remember EAP now has three locations: north, central, and south. You will then get a confirmation to your request via email.

Now if you would like to use an outside clinician, you would first set up the session with your preferred clinician. Once the date is set, the clinician will have to email their licensing information as well as the date and time of your scheduled session to the same email address [wellness.checkin@chicagopolice.org](mailto:wellness.checkin@chicagopolice.org). Your clinician will also have to email the PCD again after your session. This second email is just a confirmation that you attended the session.

Either way you use this benefit, it is up to you what if anything you would like to talk about with the clinician. You can say anything or nothing at all. Also, these sessions are confidential in nature. For more information or if you have any questions please reach out to EAP at 312-743-0378.

I am a huge supporter of this program, and I cannot thank the department enough for getting this off the ground. I truly hope as many of you take advantage of this as possible. As always, stay safe, healthy, and reach out if you need a little bit of help. We are here to help in any way we can!



## FIRST RESPONDERS WELLNESS CENTER



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**Dr. Carrie Steiner**  
Retired Chicago Police Officer  
Owner, First Responders Wellness Center



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# Discipline Briefs



DAN GORMAN

My report given at the monthly general members meetings includes examples of arbitrators' decisions issued at arbitration hearings. Every investigation has its own individual circumstances, and in most cases, there are multiple allegations and redundant alleged "rule violations," which are usually piled on by the investigators. Below are summaries of some recent dispositions that have been awarded by the arbitrators. The following discipline briefs only provide a generalization of the allegations that were sustained in the CR investigation.

General Summary of Allegation	Original Recommended Penalty	Arbitrator's Award
No ISR	1-day suspension	Expunged
No BWC	1-day suspension	Reprimand
Unjustified search of person and vehicle	7-day suspension 3-day suspension	Grievance granted/ Expunged
Excessive detainment, interfere with recording, late BWC	15-day suspension (2x's)	Violation Noted for BWC (Four year investigation)
Twelve various sustained charges from 2015	30-day suspension	Expunged (2015)
Discipline to son (again, another 2015 case)	20-day suspension	Expunged (2015)
Inattention; fail to inventory a bag of personal property	1-day suspension	Reprimand
Fail to arrest on signed complaints	1-day suspension	Reprimand
Redlight with police vehicle; fail to yield to bicycle	15-day suspension	3-day Suspension

**Quote Board:**

To add some context to the above listed dispositions, here are some notable quotes taken directly from the arbitrator's written award/dispositions.

**Quote from an 8-page arbitration decision re: (No ISR and No BWC)**

"This matter should have begun and ended with a conversation in March 2020 between the Grievant and his supervisor. Had the January 2020 incident involving these same two officers and the same two omissions been resolved with counseling, this follow-up incident in March 2020 might have warranted a written reprimand. However, to let both incidents sit for four years and then suggest one-day suspensions for each case are in order appears more an act of sweeping old files off one's desk than really considering what progressive and corrective discipline was in order."

**Quotes from an 8-page arbitration decision re: (No ISR and No BWC)**

"...instead, COPA and its investigators allowed extraordinary amount of time to pass before looking into and reporting on the complaints against the Grievant, leaving the Department then to process the related paperwork, Labor and Management Affairs to spend countless hours preparing the files and evidence for the BSO hearing, the Lodge no doubt spending dozens of hours analyzing and processing the grievance, the advocates at the hearing most certainly spending a considerable amount of time reviewing the evidentiary file and preparing their presentations, the Grievant having to appear at the Grievance

hearing in lieu of being on the street or with his family, and the parties incurring the expense of this arbitration all because the case sat somewhere for four years."

**Quote from a 11-page arbitration decision re: (Unjustified search of person and vehicle):**

"The arbitrator is urged to consider the comments of supervisory personnel in the Command Channel Review of this incident, where two command officers found the actions of the Grievants to be consistent with policy and not in violation of any rules or laws."

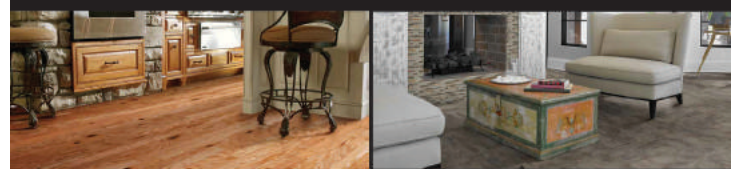
**\*(Note: the Lodge would like to acknowledge that the accused officers' Commander and Deputy Chief in this case took the time to submit detailed and informative non-concurrences supporting our members):**

**Quote from 10-page arbitration decision re: (Excessive detainment on street stop and BWC)**

"No penalty will be assessed in this case as to either charge or Grievant due to the passage of four years from the date of the incident to these proceedings, including specifically a two-year period the cases were dormant at COPA."

**Quote from a 9-page arbitration decision re: (12-sustained charges of various misconduct)**

"At each step of the investigation the Lodge considered the IPRA and then COPA investigator to be biased against Grievant, interrupting him during interviews, and ignoring the explanations Grievant offered to explain his conduct. The Lodge step-by-step offered arguments disassembling the COPA case."

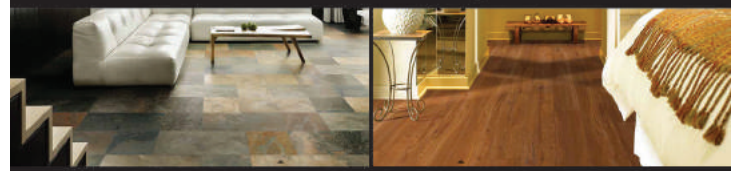


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# Addressing Limited Duty and Secondary Employment



**MONICA ORTIZ**

I receive calls at the lodge from injured officers who do not have injuries that categorize them as disabled but cannot work as full-duty officers. These officers qualify for limited duty assignments. I've written about limited duty in the past. I have listed the department order below so officers can read the program's eligibility requirements. The other common question I get from limited-duty officers is about being able to work secondary employment. I'm writing to address the questions about secondary employment when an officer is on limited duty. I will list what the department orders for secondary jobs and what the medical service section has documented on secondary employment while on limited duty.

## Sworn Limited Duty Program E03-01-01. Secondary Employment E01-11

First, let's go through some of the steps. Officers on the medical IOD or non-IOD will usually be advised by a case manager at the medical section that they qualify for the limited duty program. The officer will receive a copy of the **order E03-01-03**. The officer is given a limited duty package that they will take to their doctor to complete and return to the medical section for review. The application is four pages long, and the officer and the doctor each complete a part of the application. As part of the application, the officer has several requirements, and the officer will date and sign off that they understand all the requirements listed on the Certification of Eligibility for Limited Duty forms. The package also has a list for the doctor to complete with work restrictions.

**Department order E01-11** says under restrictions for secondary employment and when on limited duty status.

### IV. RESTRICTIONS

Secondary employment is prohibited under the following restrictions: any policy violation will result in discipline, up to and including separation, consistent with the Department directive titled "Complaint and Disciplinary System."

**M.** When in a limited duty status. Personnel in a limited duty status are prohibited from engaging in secondary employment that requires activities not permitted by the limited duty status.

The medical section/human resources forms that are a part of the limited package state this about secondary employment:

I understand that I am not eligible for promotion, special employment, or secondary employment that requires me to perform duties contrary to my medical restrictions while in a limited duty status.

If applying or on limited duty, I advise officers to read the orders I've listed above. When you get your limited-duty package, please read all of it carefully. Remember, you will be signing off on this document. When the officer's doctor is filling out this form, the officer should sit with the doctor and make sure the doctor is detailed in the restriction. If you work secondary employment, it must NOT be a type of work contrary to what your doctor wrote, and the officer signed off on. If you have any questions on this topic, please contact me. I also have a copy of the limited-duty package. I can share a copy with you if you wish.

God bless you and please stay safe.

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## An Update From Roll Call in the 20th



ROB NOCEDA

Each month I go out to roll calls. This month, I recently went to roll calls in the 20th District. I went there to go over the new provisions of the contract and to ask if there was any feedback or questions. I was met with members who were surprised and very happy about the contract. The 1st Watch members asked various questions and were very attentive to the different topics I was explaining. I brought up the pay increases, COLA, insurance, bike, LEMART, and CIT stipends, as well as D-2A pay for FTOs.

I discussed the historical perspective of where we were politically with our members after discussing the contract. Our Political Action Committee Fund was a mere \$39,000 when President Catanzara's administration took over in May 2020. As of January 2024, Lodge 7 has over \$1 million in our PAC fund. Our lodge now bolsters one of the top PACs in the state of Illinois. The members at roll call understood the significance of all our fighting and our success that has come from taking on these battles. They know we are seeing the job through. It has strengthened our union.

I went through the different backstories and timelines of this new contract and the positive direction we are going as a union. The members were pleased to hear this perspective. We even shared a few laughs about how all the Dunkin Donuts were closed before 10 p.m. That would never happen in Garfield Ridge, I explained to them. They quipped back, "Our neighborhood is safer!" That was debatable!

As I discuss in the roll calls I visit, I always emphasize the need for a life outside the police department. I mention about faith, family, hobbies, travel, and whatever else I can bring up. I want to make sure our members know the extreme importance of spending time with the special people in their lives. Life is too short. Most of you know this true statement. Cherish those little moments with the spouse, kids, nephews, nieces, grandkids, friends, significant others and even the friendly neighbor.



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# A Guide to Civil Lawsuits



**JIM  
JAKSTAVICH**

Hello, again, to our active and retired officers. We receive many calls from officers once they are served with a subpoena for a civil lawsuit. Sometimes, these officers even call the emergency after hours number or walk into the FOP offices with packets in hand seeking guidance. I understand that a lawsuit can instill panic in the saltiest officer, causing years of hard work, assets, and monetary savings to flash before their eyes. I am going to provide the procedures set forth in the department order **Special Order S08-04 DISSEMINATING INFORMATION IN CIVIL OR CRIMINAL LEGAL ACTIONS AND IN CIVIL SUITS AGAINST DEPARTMENT MEMBERS.**

### General Facts

Corporation counsel acts as the officer's attorney in the officer's defense. Officers are being sued as an agent of the city of Chicago. Corporation counsel is the city's attorney and if an officer is being sued civilly and within the performance of their duties as a police officer, corporation counsel will then represent the officer. Sometimes, a private law firm will be hired by corporation counsel and be appointed as the officer's representation. This happens due to the high volume of lawsuits against the police department and its officers by bottom-feeding attor-

neys. Once a lawsuit is filed, a CR# from BIA or COPA will automatically be issued. The following instructions are listed on page 155 of your FOP books.

### Notifying the Proper Authorities

When an officer has been named in a civil suit, the following "To/From" report will be submitted. To/From to Unit/District Commander Attention: Superintendent of Police Legal Affairs.

The 1st Paragraph will contain the date, time and location of how, when or where he/she has received the civil suit.

The 2nd Paragraph should read like this: R/O is requesting representation and indemnification from the City pursuant to the FOP contact.

The 3rd Paragraph will state whether R/O has or has not received notice of a CR#.

Forward your "To/From" subject report along with a copy of the front page of the Civil Suit to Unit 111. Send a copy of your "To/From" report along with a copy of the front page of Civil Suit to you Unit/District Commander.

Officers remember that YOU are YOUR own records keeper. Retain all copies of reports and "To/Froms" from these incidents that may be useful in your defense.

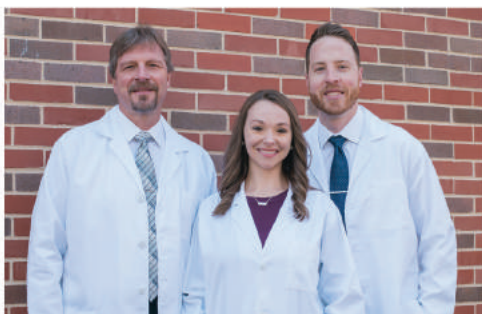
As always, stay safe.



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# We Need a Better Class of Elected Officials



MIKE COSENTINO

Since 2019 and continuing after the 2023 election of Brandon Johnson and a new class of extreme politicians, it is time to say the quiet part aloud: We need a better type of people running for office in Chicago, Cook County, and beyond. No, I haven't forgotten that I am an elected official in Chicago. However, I sometimes feel as though I am part of a dying breed of Chicago politicians, focused on getting things done over simply speaking to my ideological narrative.

So much of politics today is driven by individuals running towards the fringe. Candidates fear working toward the middle, using common sense to handle problems, talking to those they disagree with, or showing a willingness to compromise in order to move the ball down the field. Those fears have a consistent and universal result: stagnation, division, and opportunity for those willing to play to the sympathies of the weak-minded.

I am thankful for the allies that support you, our brave police officers, across various levels of government. However, the reality is we are outnumbered on City Council, County Board and the General Assembly by those who gleefully es-

pouse policies to abolish the police, decriminalize all illegal actions, and justify every attack against things you and I hold dear. You can no longer sit on the sidelines.

Rest assured there is hope, ladies and gentlemen, for the future. It is you! Each of you reading this has answered the call to service. You have proven time and time again your willingness to run towards danger when everyone else runs away from it. You are the sons and daughters of Chicago, standing ready to do what is in your heart: serve and protect the people. Though many politicians have tried to break your spirit and weaken your resolve, you have held the line every time you put on that uniform to do your duty.

There is a line that must be drawn in the public space. I challenge you to step up and hold it in the public sphere.



Ray Lopez

## BRAVE Police & Public Safety Wellness Center

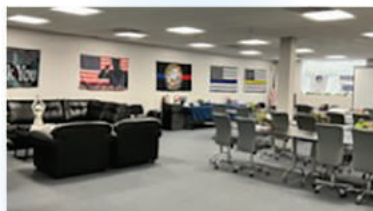
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Dr. Robin Kroll, owner and Clinical Director of BRAVE Police & Public Safety Wellness Center, is a Board-Certified Police and Public Safety Psychologist.

# Celebrating Black History Month at the CPD



**KENYATTA  
GAINES**

The African American experience within law enforcement is rich with struggle, perseverance, and significant contributions to the communities they serve. Throughout history, African Americans have played pivotal roles in shaping law enforcement agencies. They tasked themselves with breaking barriers and fostering positive change within their respective departments. African American officers have often been at the forefront of efforts to address systemic issues such as racial profiling, police brutality, and the need for criminal justice reform.

We all know that Chicago is a city with a complex history of race relations. It has seen its share of challenges and triumphs, and the Chicago Police Department is no different. CPD has experienced significant transformations over the years. Particularly in its efforts to diversify its ranks to better reflect the communities it serves.

In January 1961, 23 Black men were sworn in as Chicago police sergeants during ceremonies which promoted a total of 300 patrolmen to sergeant. During this time, there was a quiet interracial 22-man squad, four of whom were Black deputy inspectors credited with transforming the department from the “least-respected” to the most efficient crime fighting organization in the nation.

Paving the way was the first Black Chicago police officer, James L. Shelton. Shelton was appointed in 1871, marking a pivotal moment in the history of the Chicago Police Department, which set the stage for future generations of African American officers.

The Chicago Police Department is also distinguished for hir-

ing Grace Wilson (Gear), the first African American policewoman in the United States. Wilson was appointed on March 28, 1918, and served on the force for 25 years. Wilson often worked 10-99 on Chicago’s south side. According to the Chicago Defender, she was well-respected, receiving attention for “bagging” a “notorious crook” on January 24, 1920, as well as for several awards for her marksmanship during her time on the force.

Officer Grace Wilson’s trailblazing achievement broke down barriers and inspired other women of color to pursue careers in law enforcement. Her commitment to public service and her community set a powerful example for future generations of Black women in law enforcement.

The contribution of African Americans in law enforcement extends far beyond these individuals. I would be remiss if I did not mention Black contributors here at the Chicago John Dineen Lodge # 7, Recording Secretary Sid Davis, and my predecessors Field Representatives Marlon Harvey and Keith Carter, and former Trustee Glenn White. Thanks to President John Catanzara, I am the first African American female appointed field representative.

Throughout history, Black officers have played essential roles in the Chicago Police Department. By fostering open communication, understanding cultural nuances, and actively engaging with community members, Black officers have helped build bridges and promote mutual respect. This is important all year long. Hats off to you!

We acknowledge the hard work of all Chicago police officers! Stay safe!



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# Honoring Retired Members

## January 2023

Name	Rank	Unit	Years	Name	Rank	Unit	Years
				Kenneth Mescall	Officer	014	25
James A. Cornelison	Officer	050	29	Mike A. Panico	Officer	192	30
				Dominic J. Colucci	Officer	015	29

## February 2023

				Darnitia Jackson	Officer	015	22
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## May 2023

Name	Rank	Unit	Years	Name	Rank	Unit	Years
James J. Day	Officer	016	28	Lisa Carli	Officer	001	29

## November 2023

Name	Rank	Unit	Years	Name	Rank	Unit	Years
David H. Brown	Officer	169	37	Gerardo Deluna	Officer	277	21
				Patricia A. Gallagher	Officer	121	32
				John M. Mastandrea	Officer	001	29
Reginald Powell	Officer	007	32	Charles E. Walters	Officer	189	25
Johnny R. Estrada	Officer	012	28	Rick V. Wilder	Officer	145	27
				Rosetta Woods	Officer	006	20

## Retiree Meetings

Check the contact info listed with each location to confirm meetings are being held

<p><b>North</b> First Tuesday of the month @ 9 a.m. D'Agostino's Pizza and Pub 7530 W. Oakton St., Niles Steve Marchfield 773-771-0877</p> <p><b>The Northsiders' Luncheon</b> Third Wednesday of January, April, July, October @ noon Suparossa, Chicago Paul Vitaioli, 312-402-1040</p> <p><b>South</b> Second Wednesday of month @ 10 a.m. Jedi's Garden, Oak Lawn</p> <p><b>8-Ball Luncheon</b> Last Wednesday of month @ noon Les Brothers, Oak Lawn Dorothy Piscitelli, 773-972-0139</p>	<p><b>Bomb and Arson</b> Second Monday of month @ 9 a.m. Fiesta Tapatia Restaurant Chicago Ross Horne, 312-613-9182</p> <p><b>12th District Retirees and Alumni</b> First Thursday of month @ 10 a.m. Southern Belles Restaurant Bridgeview 12retirees@comcast.net</p> <p><b>Crime Lab, ETs, Forensic Services and Mobile Unit</b> First Tuesday of month @ noon Flap-Jacks Restaurant, Oak Lawn Bob Baikie, 773-284-1935</p> <p><b>Orland Park Law Enforcement Organization</b> Third Thursday of month</p>	<p>@ 7:30 p.m. Orland Park Civic Center Orland Park Don Ade, 708-408-9308</p> <p><b>Survivors Lunch</b> Second Saturday of month @ 11 a.m. Beverly Woods Restaurant Chicago</p> <p><b>Public Housing Unit (North, South and Administration)</b> First Wednesday of month @ 10 a.m. George's Restaurant, Chicago Maurice Brown, 773-577-0154</p> <p><b>Arizona Retirees</b> Third Thursday of month @ 11 a.m. Eagle Buffet at Casino Arizona 524 N. 92nd St.</p>	<p>Scottsdale, Arizona Brian DuFour, 623-521-6146 or bdu4@aol.com</p> <p><b>Arkansas Retirees</b> Third Friday of month @ noon Elks Lodge Mountain Home, Arkansas Bob Zdora, 870-405-5407</p> <p><b>Florida Retirees</b> First Wednesday of month @ 1 p.m. Cop Shop, Cape Coral, Florida Tom Faragoi, 239-770-7896</p> <p><b>Michigan Retirees</b> First Thursday of month @ 8 a.m. Macks on Main 101 W. Cedar Ave. Gladwin, Michigan John Nielson 989-324-0877</p>	<p>jnnielson@gmail.com</p> <p><b>Northern Illinois/Southern Wisconsin Retirees</b> Second Thursday of month Herner's Hideaway N202 Williams Road Genoa City, Wisconsin</p> <p><b>Hellenic American Police Association Northsiders Retiree Breakfast</b> First Monday of month @ 10:00 a.m. Burgundy Restaurant 5959 W. Irving Park Rd., Chicago</p> <p><b>Hellenic American Police Association Southsiders Retiree Breakfast</b> Second Monday of month @ 10:00 a.m. Valois Cafeteria 1518 E. 53rd St., Chicago</p>
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# Honoring Sisters and Brothers who have passed

Name	Status	Age	Date of Passing
Roy N. Olson	Retired	77	September 28, 2008
Stephen N. Ciarfalia	Retired	87	September 2011
John T. Regan	Retired	77	October 11, 2017
Henry Sergeant	Retired	87	December 17, 2018
Donald E. Long	Retired	91	January 11, 2020
Robert L. Pierson	Retired	84	April 5, 2020
Robert E. Purcell	Retired	90	October 12, 2020
Richard S. Yunker	Retired	74	March 13, 2021
John J. Surma	Retired	88	August 28, 2021
Robert L. Gorecki	Retired	94	July 6, 2022
Frank Lassandrello	Retired	96	July 8, 2022
Robert Sierzega	Retired	80	September 11, 2022
Richard J. Yniguez	Retired	83	March 6, 2023
Gregory T. Zaucha	Retired	75	March 14, 2023
Walter S. Drabik	Retired	80	July 16, 2023
Robert Wood	Retired	76	August 20, 2023
Ivory Hampton	Retired	85	November 3, 2023
Daniel L. Guiney	Retired	83	November 5, 2023
Charles Hart	Retired	99	November 19, 2023
James H. Gehr	Retired	84	November 29, 2023
Terrence Pierce	Retired	77	December 13, 2023
John M. Haag	Retired	81	December 22, 2023
Ronald C. Topczewski	Retired	84	December 23, 2023
Richard House	Retired	82	December 27, 2023
John Makar	Retired	90	December 31, 2023
John A. Calvey	Retired	82	January 10, 2024
David Thomas	Retired	81	January 14, 2024
William P. Hallihan	Retired	92	January 14, 2024
Albin V. Troc	Retired	?	Unknown
Robert A. Bell	Retired	?	Unknown

**Regretfully, we inaccurately reported Robert M. McVicker as deceased in the January issue of our publication. Our sincerest apologies.**

# Body Worn Cameras: Smoke and Mirrors



PAT  
FIORETTO

By now, many police officers know that body-worn cameras (BWC) widely used by state and local law enforcement agencies in the United States, including here in Chicago, are here to stay. BWCs are worn principally by officers in the performance of duties that require open and direct contact with the public. Basically, BWCs are recording devices worn by law enforcement officers. These cameras record activities, events, and interactions with members of the community from a very limited perspective (i.e., based on the placement of the officer's device on his/her uniform). Many experts who are proponents of BWCs agree that there are limitations as to what a BWC can capture and how actual events may be distorted. On occasion, BWC footage has helped prove the appropriate conduct of Police Officers' interactions with the public. Have BWCs proven successful? It depends on how one defines success.

The city of Chicago initially implemented a pilot program for BWCs in 2015 (initially rolled out in the 14th District). By the end of 2017, then-Mayor Emmanuel proudly boasted, "Under Superintendent Johnson's leadership, the Chicago Police Department is rebuilding bonds with residents ... Technology can support accountability and transparency, but it is just a tool. When accompanied by philosophies of community policing, these tools can be used to create teachable moments that strengthen safety and trust in every neighborhood." Nearly 10 years after the pilot program, the jury is still out as to whether or not Chicago is any safer or if public trust has improved.

Despite the widespread use of BWCs throughout the country and here in Chicago, the current evidence regarding the effectiveness of BWCs is mixed. Some studies suggest that BWCs may offer benefits while others show either no impact or possibly negative effects. However, often times, it is the police officers who bear the brunt of the negative effects.

In a published report (issued by the Bureau of Justice Statistics) on the use of BWCs by law enforcement agencies across the country, the study showed that 47 percent of general-purpose law enforcement agencies had acquired BWCs (for large police departments, the number is closer to 80 percent). Moreover, about 86 percent of general-purpose law enforcement agencies that had acquired them had a formal BWC policy. For those agencies that did not use BWCs, the primary disincentive could be traced back to the stated costs of not only acquiring the hardware, but more significantly the staggering price tag for ongoing video storage and system maintenance. Many departments utilized federal and state grants to purchase the BWCs, but must now assume the high costs of the maintaining them.

Not surprising, the same report indicated that the top four reasons various law enforcement agencies acquired and began utilizing BWCs in the first place came down to improving officer safety, increasing evidence quality, reducing civilian complaints, and reducing agency liability. Based on

the same report, the research compiled did not support the effectiveness of BWCs in achieving the articulated top four goals.

While many manufacturers of BWCs are improving the technology, make no mistake, these same (for-profit) companies are raking in millions of dollars in sales. In 2021 for example, Axon alone generated \$927 million in revenue from its video and security analytics sectors. Not surprising, Axon also heavily lobbied Congress to pass the George Floyd Justice in Policing Act, which contained a mandate that all federal officers be required to wear BWCs.

Another report, published by the National Institute of Justice, highlighted that based on 26 studies, the researchers found that the use of BWCs by police officers did not have a statistically significant impact on officers' use of force. Further studies in the same report found that the use of BWCs by officers did not have a statistically significant impact upon assaults on officers, officer injuries, and resistance to officers. Here in Chicago, since the rollout of BWCs, dozens of officers have been assaulted and too many killed during the line of duty, despite the use of BWCs. Also, civilian complaints have increased (as have the Section 1983 lawsuits against the city). Clearly, the number of complaints filed with and investigated by various administrative oversight agencies have increased.

As for the cost, the price tag for BWCs can be several thousands of dollars per officer since, once again, these costs include purchasing and maintaining the equipment, paying for storing the enormous amount of information the cameras can collect, and properly training officers. Given the size of CPD, the cost can easily top tens of millions of dollars.

Perhaps the biggest limitation of BWC footage is that it relies on subjective interpretation – often to the detriment of police officers. Moreover, in Chicago, the Civilian Office of Police Accountability (COPA) has free access to all BWC footage which should be used as a tool to help "provide a just and efficient means to fairly and timely conduct investigations" (as set forth in COPA's mission statement). But instead, many overzealous investigators (with the tacit approval of COPA's chief administrator) manipulate the BWC footage to fit a preconceived narrative of Officer misconduct. Indeed, we have found that COPA's final reports sometime contain unsupported facts (dare I say "made up" facts), while ignoring other valuable facts which exonerate officers. Fortunately, at numerous grievance arbitration hearings challenging officers' discipline, BWC footage has helped officers.

For example, as one arbitrator found:

[I]n the fairly extensive experience of this arbitrator, with video evidence in discipline arbitration, it is almost never the case that video provides a complete picture of a situation. While video of an incident is no doubt and important piece of evidence, it generally does not sufficiently depict the surrounding circumstances or provide enough context to stand on its own...COPA was not interested in...expert

analysis, because it was investigating towards a result, that the video proved the Grievant's guilt. It simply did not consider any contrary evidence... The employer cannot establish just cause on the basis of reaction to a video by a public which likely would not fully appreciate the context of what it was seeing...

Similarly, another arbitrator concluded:

What is evident to this arbitrator is that there is insufficient evidence in the record to make a final judgment one way or the other. The investigation, such as it was, ended when the investigator had sufficient evidence to support the pre-determined conclusion that the Grievant was guilty of excessive use of force. Thereafter, no further investigation was conducted to determine what in fact had happened... As has been observed by others conducting BSO proceedings, the presence of bodyworn camera video does not mean the file is complete. Those videos show one angle of the events, often without sound. Any quick movements blur the action on the screen, and regardless of how vivid the images, they "picture" is presented only through the lens of a camera mounted to the chest of an officer. What

transpired before the instant the video captured? What was said by the participants? What occurred out of the range of the BWC to one side or the other?

BWC footage also can bolster an officer's version of events. As explained by yet another neutral arbitrator: "The BWC camera video available in the record showed the officers repeatedly made an effort to calm the Grievant, to placate his concerns, and to bring about some calmness to the situation, only to be greeted by the Grievant's aggression and hostility."

Rather than discuss whether the use of BWCs in Chicago has been an effective tool to combat crime and reestablish trust in the community, taxpayers keep paying millions of dollars of taxes on the perception that BWCs work. COPA uses BWCs as a sword, while officers use them as a shield to protect themselves from baseless accusations. For many of those officers, BWC have helped. While the next generation of BWCs hit the market, one thing is certain: BWCs aren't going away. But neither is the lodge. We will continue to support the men and women who serve and protect the city.

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# The Only Time To Think Like A Criminal



TIM GRACE

We have been seeing a lot of preventable off-duty cases that are starting to really cause some officers some consternation. While 99 percent of the time we are law-abiding citizens and take pride in enforcing and not breaking the law, occasionally we will find ourselves in a bad spot. When this happens, it is time to think like a criminal. The first thing every smart criminal knows is to stop talking. There is a famous lawyer in Miami who has a large sail fish above his chair in his office with a quote below it: "This is what happens when you open your mouth." Humorous, but sadly too true.

When you are off duty, you need to remember you must conduct yourself as though you were on duty. Obviously, you don't have to interject yourself into every road rage incident you see or dustup at Jewel. However, sometimes you find yourself in situation that you didn't cause, but you are right in the middle of. We see the majority of cases in the domestic violence world and the off-duty consumption of alcohol world. Let's be clear, there is no excuse to place your hands on anyone and most importantly a loved one. If you are feeling that urge, go get some help. There is further no

excuse to drink and drive. Remember, you kill someone, and your blood alcohol content is over .08, you are going to IDOC. It is very rare we can avoid that. However, sometimes the domestic will happen or you will get pulled over, and you know where things could be heading. It is in these circumstances in which you need to start thinking like a criminal.

The first and perhaps most important thing to remember is that you do not give up your constitutional rights when you become a law enforcement officer. You may still avail yourself to the right against self-incrimination as codified in the Fifth Amendment to the United States Constitution. Furthermore, remember you are always being recorded in this George Orwellian world we live in. There are BWCs running, squad videos running, and a camera around every corner. Just assume everything you say will someday be played in court. Don't think you will receive help from the responding officers. While they may want to use discretion - which we are allowed to do - we all understand the risk we take when utilizing that tool. You do not want your problem becoming their problem. Every off-duty COPA statement involves the off-duty officer as accused and the responding officers. COPA likes to haul in a big payload. If they can jam



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## SAVE THE DATE

FOP PICNIC  
WEDNESDAY, JULY 17



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up the accused officer and then hit the responding officers with failure to report misconduct or failure to take police action, or showing favoritism, they will. I believe they call that a trifecta and ring a big gong somewhere at 1615 West Chicago. That is an easy scalp for them.

With that, understand that most issues can be figured out. We all have a bad day and that does not make us a bad person or irrevocably unfit to wear a star. However, you don't want to make a bad situation worse by becoming mouthy or using salty language that only aggravates the situation. If you find yourself in handcuffs, there is no reason to challenge the arresting officers on the number of gun arrests they have or how many more years you have on the job. Be polite, be courteous and understand that the last thing any cop wants to do is to lock up another police officer. Remember, someday an assistant state's attorney may ask that officer if you were a problem. You do not want to be a problem.

So, what are your obligations once you are in a criminal situation? One of those obligations does not include incriminating yourself. Remain silent. Tell the officer, the bosses and anyone else that you would be happy to cooperate once your lawyer gets on scene. You do not have to provide a criminal BAC or make a statement. Remember we have

rights under *New Jersey v. Garrity*. Briefly, under *Garrity* a police officer – or any public official – cannot be compelled to provide evidence against himself under the threat of termination. To put it more bluntly, is it legal to make a police officer choose between his constitutional rights versus his employment rights? The United States Supreme Court ruled that it is unconstitutional to force a public employee to make the choice between self-incrimination or job forfeiture. So, when the sergeant comes up to while you are in handcuffs and orders you tell him what happened, you can simply invoke your right to remain silent and not be disciplined. Now when the criminal investigation has concluded, you must give an administrative BAC to IAD, but it should not be used against you in a criminal case.

Everybody makes a mistake or has a bad night. You should not be crucified because of it. However, you can make a bad night worse by not taking a step back and using your head. Like the people you arrest, you have the right to counsel and use it to your advantage. You do not want to be that fish on the wall.



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## An Update from the Legislature



DAVE SULLIVAN

The Illinois legislature is back in session!

The House and Senate have begun their work for the spring legislative session by introducing bills that they want debated this spring. It will culminate with passage of the state's annual budget in late May. We are monitoring dozens of pieces of legislation and will work with all interested parties to pass good public policy. As you hopefully feel in your daily lives, the attitude toward police has improved lately and we see that manifesting itself in Springfield.

We are seeing far fewer negative bills and a greater willingness to work with us on key issues. The legislature will be addressing many issues this session. Some will be more mundane, while others like the migrant issue will be more contentious. Most believe that Texas will continue to send migrants here especially since the Democratic National Convention will be in Chicago this summer. Issues related to the migrants will certainly be part of this spring legislative session.

The primary election on March 19 will be the main focus for many legislators until then. In the Senate, there are only a couple of big primaries while the House has several more. Appointed Chicago Democrat Senator Toro has a big primary on the north side, as does GOP Senator Bryant from southern Illinois. In the House, Rep. Justin Slaughter, who was the lead sponsor of the FOP pension bill, has a primary. There are also several down-state primaries. In the Illinois Supreme Court primary for Cook County, the FOP has endorsed Justice Joy Cunningham.



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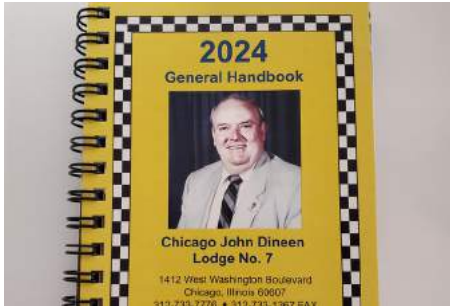


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# Leading By Example



RABBI  
MOSHE WOLF

I was out on the street during the recent holiday season and my phone rang. It was one of our department members. They mentioned how their family brought mom home from a healthcare facility for the holidays so she can celebrate with the children and grandchildren. The family member asked if I could stop by and see the family, and give grandma a blessing? I said, "My pleasure!"

I knew it was no easy feat to bring home and care for a terminally ill, frail grandma, but the children did it anyway because "it was the right thing to do." I walked into the home and there they were, the whole family, grandmother, children, grandchildren, great grandchildren - all there to give grandma an opportunity to enjoy the fruits of her labor. I said to myself there is no better way to teach children and grandchildren love and respect for elders than by being a living example. This family made me proud; no sacrifice was too much or task too difficult, when it came to honor and respect their beloved Mom. It reminded me of the story of "The Wooden Bowl".

A frail old man went to live with his son, daughter-in-law, and 7-year-old grandson. The old man's hands trembled, his eyesight was blurred, and his step faltered.

The family ate together at the table. But the elderly grandfather's shaky hands and failing sight made eating difficult. Peas rolled off his spoon onto the floor. When he grasped the glass, milk spilled on the tablecloth. The son and daughter-in-law became irritated with the mess. "We must do something about grandfather," said the son. I've had enough of his spilled milk, noisy eating, and food on the floor.

So the husband and wife set a small table in the corner. Their grandfather ate alone while the rest of the family enjoyed dinner. Since grandfather had broken a dish or two, his food was served in a wooden bowl.

When the family glanced in grandfather's direction, sometimes he had a tear in his eye as he sat alone. Still, the only words the couple had for him were sharp admonitions when he was clumsy with his drinking cup, dropped a fork or spilled food.

The 7-year-old watched it all in silence. One evening before supper, the father noticed his son playing with wood scraps on the floor. He asked the child sweetly, "What are you making?"

Just as sweetly, the boy responded, "Oh, I am making a little bowl for you and mama to eat your food when I grow up." The 4-year-old smiled and went back to work.

The words so struck the parents so that they were speechless. Then tears started to stream down their cheeks. Though no word was spoken, both knew what must be done.

That evening the husband took grandfather's hand and gently led him back to the family table. For the remainder of his days, he ate every meal with the family. And for some reason, neither

husband nor wife seemed to care any longer when a fork was dropped, milk spilled, or the tablecloth soiled.

Some points to ponder and remember:

- Not always in life will things work out the way we planned, that doesn't mean you can't enjoy the moment.
- That, no matter what happens how bad it seems today, life does go on, and it will be better tomorrow.
- That, regardless of our relationship with our parents, we'll miss them when they're gone from our life. (At least some of us will).
- I've learned that making a "living" is not the same thing as making a "life."
- In life sometimes you do actually get a second chance.
- Remember we shouldn't go through life with a catcher's mitt on both hands. We need to be able to throw something back.
- That if you pursue happiness, it will elude you. But, if you focus on your family, your friends, the needs of others, your work and doing the very best you can, happiness will find you.
- That whenever we decide something with an open heart, we usually make the right decision.
- That even when we have pains, we don't have to be one.
- Every day, we should reach out and touch someone emotionally, to let them know they are loved and not alone.
- Life is a journey not a destination, let's enjoy the ride!

And before we close, some humor from the "Moshe Files" to keep you smiling.

## "A Gift For The Wife"

After being away on a business trip, Tim thought it would be nice to bring his wife a little gift.

"How about some perfume?" he asked the cosmetics clerk at the airport counter. She showed him a bottle costing \$95.

"That's a bit much," said Tim, so she returned with a smaller bottle for \$60. "That's still quite a bit," Tim complained.

Growing annoyed, the clerk brought out a tiny for \$35 bottle.

"What I mean," said Tim, "I'd like to see something really cheap." So the clerk reached under the counter and handed him a mirror.

LOL... (Have any good stories to share, send a copy my way.)

On behalf of ALL your chaplains, may G-d bless you and keep you safe, today and always. Amen.

Should you need a shoulder to lean on, an ear to listen or perhaps some good humor to share, don't hesitate to give us a call.

Compliments of your Police Chaplain, Rabbi Moshe Wolf, 773-463-4780 or e-mail:moshewolf@hotmail.com

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FATHER DAN BRANDT

Thanks to Pizano's Pizza and Pasta at 21st and Indiana for hosting our upper room club last month. Pizano's loves the police, and I encourage you to love them back. If you'd like to add your name to the upper room club invitation list, please email me. It's a wonderful opportunity to share faith, learn about the divine, and enjoy a meal with like-minded folks.



Thanks, also, to the folks at St. Mary of the Woods Parish for hosting a recent Blue Mass. It's always nice to pray with members of different communities who respect and appreciate the vital work done by the police.



In case you are reading this before then, Ash Wednesday is Feb. 14. In keeping with time-honored tradition, CPD Chaplains will distribute blessed ashes at various locations throughout the city. The schedule will be posted on the CPD Wire and our website.

During this season of Lent, many people try to pray more

intentionally. So, just a reminder: every Friday at 1 p.m. the Chaplains Section continues to facilitate a Bible study/prayer/faith-sharing group at the police academy. No matter your faith tradition, ALL are welcome to share and hear words of encouragement at these brief Christian-based gatherings.

A similar (though more intimate in size) non-denominational Christian prayer opportunity is offered every Wednesday at 12:30 p.m. in the multi-purpose room at Public Safety Headquarters.

And Muslim (Jumma) prayers are offered every Friday at 1 p.m. in room 202 of the academy.

To confirm times, or if you'd like more information, please email: [Joseph.Jackson@ChicagoPolice.org](mailto:Joseph.Jackson@ChicagoPolice.org), [Kimberly.LewisDavis@ChicagoPolice.org](mailto:Kimberly.LewisDavis@ChicagoPolice.org), or [Hysni.Selenica@ChicagoPolice.org](mailto:Hysni.Selenica@ChicagoPolice.org).

In addition to our regular second and fourth Sunday Masses at Mercy Home (11 a.m. at 1140 W. Jackson Boulevard), we'll gather for Mass on Easter morning (March 31) at 10 a.m. Please note the difference in time for the holiday. More information can be found on the "Police Mass" link at [www.ChicagoPCM.org](http://www.ChicagoPCM.org)



Please mark your calendar: On Saturday, April 27, 2024, from 3 p.m. to 7 p.m., we'll be taking over the Klaimont Collections Auto Museum (near Belmont and Cicero). This is a fundraiser for Police Chaplains Ministry. There will be a grand raffle, so please shake the tree if you have any friends who own restaurants, car washes, bars, clothing stores, or anything similar. Please ask for gift certificates. We would appreciate your help!

Keep up with all of the above and LOTS more on our Facebook page or website ([www.ChicagoPCM.org](http://www.ChicagoPCM.org)).

Finally, during the brutal cold snap in mid-January, I received a text message out of the blue from my boss, Blase Cardinal Cupich, who is the Archbishop of Chicago. It read, "Please let the troops know I'm keeping them close in prayer, knowing the demands on them with this bitter cold." So, there you have it!

Thank you for doing God's work.

**Fr. Dan Brandt, Directing CPD Chaplain**  
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**[dan.brandt@chicagopolice.org](mailto:dan.brandt@chicagopolice.org)**  
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# Common Mistakes Titling Financial Accounts



**TOM  
TUOHY**

It used to be so simple. We went to the bank, filled out some paperwork, got a passbook and checkbook, and then had bank accounts.

Now, of course, we rarely, if ever, see the inside of the bank, and if we do, all the desks and offices are empty. We are the only ones in line, and it looks like everyone went to lunch and left the doors open.

And we don't just have a bank account; we have investment accounts in many different formats. If we transact business, deposit, pay a bill, or send someone

money, we do it on our phone.

All this variety and technology can lead to common and often costly mistakes.

## Checking Accounts

If you primarily use your checking account for direct deposits to pay bills and keep a small balance, the account can be titled in your name. The account title can also include the name of one of your children or another person for the convenience of easy access to assist you.

However, if the balance is significant, and you have other beneficiaries in the event of your death, you should not add one person to the account. You may plan on that person sharing the account balance in the event of your death. However, they might die with you or shortly after you do, and the account ends up in that person's probate estate. You also expose the account to their creditors and lawsuits.

You might trust the person to follow your wishes, but their spouse or someone else might have different ideas to justify keeping the funds. Remember, at your death, those funds became the property of the joint title holder.

## Savings Accounts

The same is true for savings accounts. You are better off transferring all savings accounts and checking accounts with more than a few thousand dollars balance into a Living Trust for the security of transfer to your chosen beneficiaries upon your death.

Remember, your Living Trust estate plan should include Financial Power of Attorney documents, allowing your agent to access your accounts during your life if necessary. So, there is no need to risk adding that person to your accounts.

Often, people use TOD beneficiaries for these and other accounts. While effective in avoiding probate for those beneficiaries who are not minors or disabled, TODs do not provide the beneficiary with the asset protection of a Living Trust if the beneficiary is sued, divorcing, or becomes disabled.

## Tax Deferred Accounts

Tax-qualified accounts should never be transferred to another name or a Trust name. Doing so would trigger a taxable event. The accounts should name a spouse as the first beneficiary and alternate beneficiaries aged 18 (or older if you don't want them receiving all that money at 18) and do not have a disability. In those cases, your Living Trust should be the alternate beneficiary.

## Minors and Education Accounts

Many parents and some grandparents open custodial savings accounts for children under age 18, called Uniform Transfers to Minors Act (UTMA) accounts. The same applies to 529 college savings accounts, such as Brite Start or a similar plan. They require a custodian. If one custodian dies, the account can end up in probate. They should

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Tom Tuohy is the grandson of a CPD Chief and son of a CPD Detective

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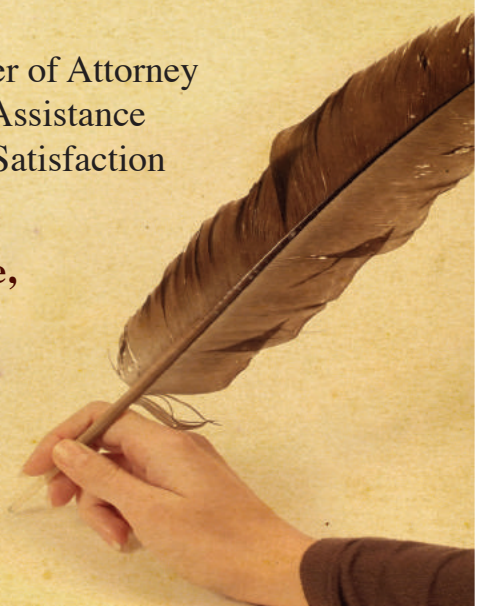


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always have two custodians, the other parent or another person.

### Your Living Trust Police Discount

When CPD provided its retirement seminar, I offered all police officers and their family members a 1/3 reduction of my fees for a complete Living Trust estate plan on the day of the seminar. I am extending that offer through the FOP and this magazine for as long as there is interest.

At the end of your life or incapacitation, they risk Probate if you have property, investments, or bank accounts in your name.

- A Will = Probate. The rule is that no one can legally sign your name. Therefore, all assets in your name are subject to the Probate process, which averages 18 months and is costly.
- A Living Trust avoids Probate.
- Your financial accounts, life insurance policies, and deferred compensation accounts can name your Living Trust as beneficiary, subject to essential tax considerations.
- A Living Trust estate plan includes Health Care and Financial Power of Attorney documents. It also consists of a Last Will and Testament.
- A Will is necessary for guardianship of minor children. It also transfers assets in your name out of Probate.
- A Living Trust contains a No Contest provision and beneficiary Asset Protection clauses.

Tom Tuohy founded Tuohy Law Offices and the FOP Benefits Plan. He has been a police lawyer for more than three decades. His father was a CPD detective, and his grandfather was the CPD chief of major investigations. You can reach Tom at 312-559-8400, tom@tuohylawoffices.com or visit his office in Oakbrook Terrace.

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# Chicago Lodge 7 Awards

## Distinguished Service Award

Police Officer Michael Boccassini #19552  
Police Officer Thomas Johnson #19729  
Police Officer Robert Caulfield #11321  
Police Officer Jonathan Morlock #15358  
Police Officer Joseph Byrne #5304  
Sergeant Kevin McCann #1704  
Sergeant Brian Forberg #1564  
U.S. Marshalls Service Senior Inspector Paul Zitsch  
#4106

Nominated by  
Robert Caulfield #11321



On April 12, 2023, the Chicago Police Department and the U.S. Marshalls Great Lakes Regional Fugitive Task Force arrived at the location of 9567 S. Green St. to arrest an offender wanted on a full extradition warrant who was inside that residence. A/Os made entry into the residence and discovered the wanted offender who had just been awakened from his slumber. The offender requested that A/Os retrieve his pants and property from his bedroom at which time A/Os observed in plain view, an AR-15 rifle leaning against the wall. A/Os further discovered a Springfield XD 9mm semi-automatic pistol and a Glock 19 semi auto pistol, and a Glock 29 with a switch making it fully automatic along with 3 knotted baggies containing suspect cocaine. The offender's brother was roused from the front bedroom and A/Os observed in plain view a black Anderson AM15

rifle. A/Os placed the offender into custody and A/Os located two additional guns, a green Diamondback DB15 semi-auto rifle and a Ruger PC Charger semi-auto rifle from inside his bedroom. A/Os recovered one Springfield 1911-A1.45 cal and a Glock 45 9mm semi-auto handgun from the common areas of the house. All items were inventoried. The offenders, both convicted felons, were charged with multiple counts of UW, PCS, and the warrant. This arrest resulted in five handguns and four rifles, hundreds of rounds of ammunition, extended and drum magazines being removed from the streets of Chicago.

It is with great appreciation that Chicago John Dineen Lodge #7 presents these officers with the Distinguished Service Award.

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The 19th Ward is partnering with WGN Radio Show *Home Sweet Home Chicago* with David Hochberg for this fundraiser supporting the Chicago Police Memorial Foundation's Get Behind the Vest Program. Don't forget to go to St. John Fisher school on February 25 in support of Alderman Matt O'Shea's annual Get Behind the Vest Pancake Breakfast!



## Helping Chicago Police Families

During the month of December 2023, the CPMF provided over **\$69,010** in assistance, including:

- \$1,967** in Gold Star Memorial & Park Assistance
- \$5,115** in Get Behind the Vest Assistance
- \$16,723** in Education Assistance
- \$1,000** in Suicide Prevention & Officer Wellness Assistance
- \$3,500** in Officer in Need Assistance

In addition, the Chicago Police Memorial Foundation provided assistance to Gold Star Families, Chicago Police Survivors & Widows of CPD Officers killed in the line of duty.

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# Epic Conversation

In this exclusive interview, Chicago Police Superintendent Larry Snelling addresses many of the questions Lodge 7 members have been wanting to ask and offers some straight answers they might not have expected

■ BY MITCHELL KRUGEL

Surging into the conference room adjacent to the superintendent's office at headquarters, Larry Snelling utters some words intimating that he might be a bit peeved. Seems as though a Chicago media outlet has published something about the Department that has been skewed and even unwarranted.

Consequently, waiting for this interview with the superintendent to ask questions and converse about matters imperative to Chicago Police Officers suddenly has become a bit unnerving. Hopefully, having Chicago Lodge 7 President John Catanzara riding shotgun for this exclusive sitdown with *Lodge 7 Magazine* would be a steadying influence. Of course, with Catanzara, these things can go the other way. 😊

In preparing for this interview on Jan. 29, Catanzara checked on questions in store for Snelling. Appropriately and prophetically, he advised there should be limited softballs included. Let's use this opportunity that no other media outlet would get to hit the critical issues, he insisted.

And so it was. This exclusive, illuminating, earnest, two-hour discourse examined such pressing topics as the professionalism of Chicago Police Officers and staffing shortages, their morale, what's happening with the command staff and Department leadership, the nature of disciplining officers, the daunting task of securing the Democratic National Convention (DNC), his relationship with Lodge 7 and successes in his first four months on the job.

Not just comments or sound bites, mind you, but candor, insight and just being a real one like this communique:

"Listen, I took this job knowing what comes with it. I knew if you take this job seriously, long days and hard work are a part of this job. And if I decided to step into this role, I knew that there were going to be sacrifices that I was going to have to make to try to get things right for these troops out here."

Moving forward, then, this presentation mixes more similar takes with As to the Qs and some scintillating exchanges between Snelling and Catanzara that get a lot of what is on members' minds out in the open. That all said, here we go.

## Starting with the stress of maintaining staffing levels...

The ongoing demand for solutions to better staff the Department has compelled Snelling to continuously study the situation and think through all possible solutions. He has even looked at how departments throughout the world have dealt with the same challenge, and this global intelligence has offered perspectives on staffing and the urgency of recruiting new officers.

*Well, sometimes we have to play the hand that we're dealt, which is what it is. But we play it the most strategic way we can. I think we can stop the madness by re-professionalizing this job.*

*I think we've lost major levels of professionalism by dancing on TikTok videos. This is across the country. We're trying to entertain our way into recruitment. And we're giving up something because now we're saying, "Well, I want a police officer that looks like me."*

*I don't. If I'm some goof who likes to drink, hang out in the park smoking weed and wearing multiple earrings and long hair, I don't want that guy showing up to my job because I don't know if I can trust this guy. I want somebody who looks professional, who takes his job seriously, who shows up to that job and is ready to go. By lowering the standards, you're going to get an officer with lower standards.*

*So I would rather have less and have the right people than to be fully staffed and have the wrong people because you're just going to screw up your Department at some point. I would rather they recognize that this is not for them than find themselves in a volatile situation where they need to be helping a partner*

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Larry Snelling presents a gift to Sophia Marmolejo, daughter of fallen Chicago Police Officer Eduardo Marmolejo, during the Chicago Police Memorial Foundation's Operation Santa.

### STARTING WITH THE STRESS OF MAINTAINING STAFFING LEVELS CONTINUED FROM PAGE 33

*and they don't show up or they freeze up and their partner gets hurt, or even killed.*

*We're never going to have enough. I mean, we don't have enough now. And officers hear so often about how terrible they are, how they're not wanted. But that's coming from a small percentage of the population in this City. So I want officers to understand that there are people out there who want to see them in their communities. It doesn't matter what community I've gone to, West Side, South Side, whatever side of town, those people clearly want to see more police officers because they're tired of the violence.*

*The only thing they want to see in those communities is that they are treated fairly, which is not a tough ask. Yes, would we like more officers. I'd love to have more officers, but I also want the right officers.*

### Turning the conversation to morale in the Department...

*Well, I think people are hopeful because when you work a job like this, that's what you hang on to for a while. Now, we didn't get here overnight, so we're not going to get out of it overnight. Anyone who has been a part of a system where they feel like they couldn't trust that system, they're not just going to start trusting the system overnight just because there are a few gestures that make you appear trustworthy. That trust is going to have to be earned over time.*

*Obviously, we're not going to be able to give officers every single thing that they want. But if we can create an environment where officers feel heard at the least, then they know that we at the top are responding to the things that they want and help them be better police officers, help them with their home lives, help their families."*

Good time to turn to Catanzara for his thoughts on the superintendent's take.

*"It has to get back to the point where they feel they're getting a fair shake, that the deck isn't stacked against them," he reasoned. "And for a long time that deck was getting higher and higher. I think the cards are coming off the stack little by little. And it is absolutely a process to get to, 'OK, this isn't just smoke and mirrors. This is actually*

*something real here. It is a different Department. You're going to have the younger kids buying in quicker than the old veterans who think, 'I've seen this game before. Ain't nothing changed.' But it's an absolutely achievable goal. And I think the superintendent's openness is unlike anybody in the past 30 years in this job has ever experienced."*

### The next big question...

So, Mr. Superintendent, where are you in the process of naming a First Deputy and getting your new leadership team in place?

*The leadership team is more important than anything. This is why I'm taking my time. I could just say, "Well, you know what, I need to get some of this work off of myself by putting a team in place." And then I put people in the wrong places. What's that going to do for morale? I would rather take my time and let people wonder and start whatever rumors they want to start about who's going to be in what place. I can't worry about that.*

*For far too long — far too long — we have just decided, "Let's put this person here. Let's put that person there." I want to sit down with people, have interviews, see where they are and see who they are. And I want it to be transparent. I'm not making any backdoor, backroom deals with anybody. We have some very, very, very capable people on this job. The question is, where do they belong? Where will they serve us the best? Because the minute I put someone in certain places where it's going to ruin the trust of those officers, we're back at square one.*

A follow-up question Catanzara directs to Snelling asks about having a command staff members can believe in. And how that was a big dysfunction under the previous administration.

*"And it was under Eddie. It just got abused," added Catanzara, referencing the administration before David Brown, the one under Eddie Johnson. "There's a lot of reparation to be done, and I understand taking your time, no one would take issue with that. But at the same time, people are like, 'Yeah, but we want something to happen.'"*

Prompting the superintended to expound...

*Guess what? If I want my Christmas gift right away and I want a Nintendo, but I'm in such a rush that somebody goes to the dollar store and they get me a ping-pong paddle, I'm going to be upset with that gift. I would rather wait a little while and make sure that I got the best possible thing.*

*"In the meantime, I'm actually learning every particular job where I don't have someone in that space. And knowing and understanding that job, nobody will be able to pull the wool over*



my eyes. Not that I expect that, but I'll have a clear understanding of what the expectations are of that particular position. And know where it can get better. What I want to do is make sure that we get to a point where we're not doing just favors for people. We're rewarding the people who are out there doing the hard work, the people who are out there working their fingers to the bone."

**A question of discipline...**



During his many visits to all parts and districts in the city, Superintendent Snelling has heard community members praise the work of Chicago Police Officers, as well as ask for more of them to be out on the streets.



Snelling listens to citizens comment about their concerns at a meeting of the Community Commission for Public Safety and Accountability.



Larry Snelling spends time with Carlos Yanez Jr. and Elizabeth French during the Día de los Muertos celebration at Lodge 7 this past November.



This was a moment Catanzara had been waiting for, perhaps motivated by some of the Lodge 7 executive board members. And even though the arbitration for termination issue would be in court in less than 48 hours, that's not what this question about discipline concerned.

Lingering over members of the command staff who were there for the portal during COVID is the discipline of members not wanting to enter their information, let alone not wanting to get vaccinated. So the Lodge 7 president put this to the superintendent within the context of leadership and discipline and moving forward.

"Obviously, nobody stood up and said, 'This was wrong. We're not doing it.'" Catanzara said to Snelling. "That ship sailed. But I think this is an opportunity to show, 'I do have your back' and let that work itself out. I think that will go a long way to get the senior officers to buy in that this is a different day."

Snelling responded accordingly.

*I knew on this side what was going to happen if they refused to go into that portal administratively, and some of them are still sitting there right now dealing with this crap, right? It turned into a big mess. I think the confusion was that on our side, there was no message. It was that simple. I think if there had been some type of message or some type of communication, this wouldn't have gotten as volatile as it did.*

*We need our officers to understand that they have the backing of their leadership, that we're going to look out for them and we're going to lead them in the right direction. And when it comes to discipline, we're not going to try to run them over.*

*But there are times that we're going to have to do things to make sure that they stay on track so that they're protected. But if we're fair with them, that's the most important thing."*

To which Catanzara replied:

*"It's all we ever asked for, a fair shake. And it even goes to the conversation we had last week about how discipline in theory was never supposed to be punitive. Basically, it's supposed to be corrective in behavior, punitive if it needs to be on some level. And that was the push for maybe even a policy change with a comp time option."*

The comp time option would allow members suspended for 30 days or less to use comp time to against the disciplinary action rather than be off the job. That would save them from having to face loss of health insurance when being suspended for 30 days.

Imagine what it meant when the Snelling responded to Catanzara, "Why don't you send me that proposal?"

**Relationship status with Lodge 7...**

The connection with the FOP can be sensed from the exchanges between Snelling and Catanzara the moment this session began. They recognized that they are cut from a similar mold, being dedicated to the job and the members 24/7/365 with no distractions.

A term of endearment quip came from Catanzara when he noted, "This is a lot longer of a successful relationship. Me and David Brown had a great relationship for about three weeks. Until the riots."

A relationship that appears vital to the superintendent.

*Here's what it boils down to. John has a job to do, right? And officers are looking toward John for things that are going to be helpful to them in their career. Officers are looking at me for what's going to be helpful to them in their careers. As long as we know that we have officers out here protecting this city, we have to have a good working relationship. And I believe we have a*

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good working relationship because the focus is on these officers.

If I am unwilling to work with the FOP, that's a failing proposition. Right now, John and I have a great working relationship, and we work well on these issues together.

There are things that we are going to have issues with. You know what? I would prefer to have some of our uniform allowance be vouchers just so that we could get these uniforms back on track. But obviously that's a non-starter for John.

So here's a statement from Catanzara about this:

"Our position at the Lodge is that the standards are the standards," Mr. President confirmed. "If you're going to enforce them, we are not going to protect anybody, whether it's uniform, anything to do with the dress code or appearance. All of those standards are very well spelled out to all our members. And we warned them, there's going to be a changing of the guard here. You better get squared away."

### Getting back to the DNC...

Actually, the icebreaker for the interview asked about training personnel for working the Democratic National Convention. Snelling reported that after pushing through some red tape from the IMT, training is more than halfway completed.

As the conversation warmed up, focus started with being prepared for protesting that might result from the Israeli-Palestinian conflict, spillover to putting Lodge 7 headquarters in harm's way with it being just blocks from the United Center and what might occur with President Biden being in town and/or the National FOP endorsing a candidate by then. But for Chicago Police Officers who are protest-apprehensive because of what happened in the post-Floyd summer of 2020, working the DNC is all about not



Larry Snelling is sworn in as the new Chicago Police Department superintendent.

being victim to lack of a plan or execution thereof like four years ago. Snelling expounded.

When we use the term "right plan," there is no right plan because anything could go wrong. It was the same thing with the NATO conference, right? We kept hearing how bad this was going to go, how terrible it was going to be and the City is going to burn.'

I'm always confident because the F word is not a part of my vocabulary. And when I say the F word, I mean "failure." It's even hard for me to say that word because I don't think on a negative level. I think about success.

Somebody asked me this question the other day. "How do you see the Democratic National Convention ending?" I said, "with success," because I am 100 percent positive that police officers who work for this Department are going to show up the way that



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they do every time we have an event like this.

And what we've started doing is training our leadership. Every one of our exempt members is going through a three-day course of field force training, which we didn't even do during NATO. We'll have leadership who will know what they're looking at and know how to lead their offices. What we saw in the past, especially during civil unrest, is that we were able to be separated. That's not where we're going this time."

### One last question...

Four-plus months into the job, what are some of the successes, especially with regard to cleaning up what was there when you took the job?

We have been getting messages from officers who are just greatly appreciative of some of the changes, like being more transparent. And putting out the promotional matrix so that it gives officers the opportunity to understand when we're looking to make promotions so that they can prepare. And for openly speaking up, not being political when I'm giving answers about things and just telling the truth.

Talking to the community, they've been praising our officers and the work that our officers do. They also say to me, 'I wish they would talk to us more. I wish they would mingle with us a little more. We just want to talk to them.'

But here's the bigger part of it I see it right now in the way officers are working — the reduction in crime that we're seeing. Last year, there were 2,500 cars stolen in the month of January. Right now, we're down 1,300 vehicles stolen. And with decrease of 50 percent, we know there are 1,200 less vehicles being used in secondary crimes. Then our murders. We're down 15 right now from last year.

Our arrests are up for robberies. Our arrests are up for vehicular

hijackings. Recovered stolen vehicles are up. And it's all because these officers are working. And I think they're working because they feel a lot more confident that they're going to be backed up when they're doing their jobs. So I feel really good about the direction that we're going in."

The conversation continued for another 30 minutes at least, a clear indication that the superintendent is engaged with Catanzara and the Lodge. And that the Lodge has his ear like no other superintendent perhaps going back to the John Dineen days.

As the interview wrapped, Snelling offered handshakes that turned into those half-hugs that come after going through such a cathartic encounter. He then headed back to the door, still as energetic as when he came in. He agreed to meet again like this in one year.

Until then, members can determine whether all that has been said here contains the watchwords for their jobs, how their Department is run and what happens with morale, discipline, leadership, staffing, recruiting and so on.

Should be something to talk about.



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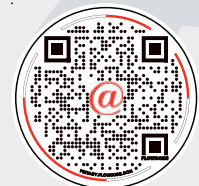
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# Triumphant Trailblazer

**In his journey from the Navy to the State Department to teaching, LeArthur Dunlap made many sacrifices to overcome racism, inspiring all African Americans to serve**

■ BY DAN CAMPANA | PHOTOS BY GEORGE GILL

When you look at all that LeArthur Dunlap did in his 97 years, all he accomplished, everyone he touched, it can be daunting to know where to begin telling his story.

Dunlap's Navy career, as part of the first group of Black sailors allowed to join in the wake of Pearl Harbor, was both historic and turbulent.

Then there's Dunlap as the Renaissance man after World War II, spending time in France playing guitar and mingling with future jazz legends, all while earning a degree from the Sorbonne and starting his career working for the U.S. government in international security and intelligence.

When others would be fading into the sunset in their later years, Dunlap dedicated himself to teaching in his beloved West Side community.

Pick a chapter of Dunlap's life, and you'll find him making a difference — in the moment and for future generations, who might not be where they are now if not for Dunlap doing what he felt was best. What's more, he did it with a smile on his face and a love for conversation with seemingly everyone he met.

"My dad had this saying, 'Always do the right thing, and there's usually only one right thing,'" Dunlap's younger daughter, Heidi Groomes, recalled before trying to describe her father's legacy further. "Definitely perseverance, commitment, showing up for things. Not waiting for somebody else to make the change, being

a part of the change. Doing the right thing. Always choose the right thing."

By following that philosophy and by being a genuinely engaging and caring person, Dunlap became a trailblazer. Without Dunlap and others like him, the accomplishments of many prominent Black leaders, including the ones leading the City and the Department, might not have been possible.

A chance encounter with Dunlap in 2017 left a lasting impression on Lodge 7 President John Catanzara, who found Dunlap's stories fascinating, his legacy legendary and his life's work full of lessons. Hearing about Dunlap's journey resonated deeply for Catanzara as he contemplated the idea of service meaning sacrifice for the bigger picture.

"It's just that kind of sacrifice of knowing you're opening paths for other people, maybe generational," Catanzara explained. "And he would think he was fortunate enough to be able to live to see that day. Sometimes we don't get to see those days, but you certainly should have a focus that your goal is to have that kind of lasting effect."

Dunlap's first act began in 1942, when he enlisted in the Navy. Birth records were a bit sketchy when her father was born, Groomes said, so Dunlap was actually underage when he began his military service.

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**TRIUMPHANT TRAILBLAZER** CONTINUED FROM PAGE 41

“My father loved his country. He just talked about hearing everything that was going on and really wanting to serve and be a part of it,” Groomes explained. “So, his mom was able to get him in at a young age. He was actually 16.”

Among the first Black sailors allowed to join the Navy after Pearl Harbor, Dunlap was one of only 102 who were eventually selected to receive specialized training. Dunlap became an electrician’s mate and received a promotion that set him on course to become a minesweeper assigned to Cape May, New Jersey.

At Cape May, Dunlap spoke out against conditions for African American sailors — sleeping on a cement hangar floor and not being allowed in the mess hall with white sailors, which forced the Black sailors to spend all their money on food at the PX in just a couple days.

“My father staged a protest and was called in and reprimanded, but they also changed the policy because of my father’s protest,” Groomes said. “They created space for the African American [sailors] to sleep and allowed them an area in the mess hall to eat. It was a segregated area, but an area nonetheless where they could eat.”

Flashing back to his conversation with Dunlap, Catanzara recalled Dunlap regaling him with a story about being thanked by the Navy’s first Black rear admiral for his sacrifices that laid the groundwork for the rear admiral’s career path.

“This was the coolest thing he said,” Catanzara remembered.

Postwar, in 1946, Dunlap attended Roosevelt University, with an eye on becoming a teacher. He graduated three years later with a bachelor’s in political science. But good jobs for African Americans weren’t easy to find, due to what his obit-

uary described as the “intense racism” of the time.

A guitarist, Dunlap made money playing in jazz clubs around the city. Seeking more out of life, he sailed overseas to France. There, he soon found himself playing jazz guitar in Paris clubs, meeting the likes of Oscar Peterson and Josephine Baker.

“I have a really great picture of him. It’s like this brown guy in a sea of French people. It’s a pretty cool photo,” Groomes described.

Dunlap also realized he could go to school, eat and live for free in Paris, thanks to his military benefits. After graduating from the Sorbonne, Dunlap began working for the State Department and took an assignment in Germany, where he met and married his wife, Hildegard. The couple had two daughters.

Dunlap’s resume credits him with helping launch the FAA’s international sky marshal program and serving as its security ambassador to Africa. He became a terrorism expert and trained airport security around the world in bomb handling. Dunlap also worked with the FBI, ATF and IRS and spent time as an unassuming-looking spy.

Her father’s career details came into focus later in life for Groomes, giving her context for memories she has of things such as foreign diplomats coming to the family home for dinner.

“My mother was such a phenomenal cook, [so] my dad just brought everyone home, which was kind of weird. We always had people at our dinner table from around the world,” Groomes remembered.

A promised pizza dinner still sticks with her all these years later.

“I was excited when he told me we were going to a pizza place. We never ate out or went to pizza places,” she said. “He got a tip that there would be a large drug transaction at a pizza place on a Sunday afternoon. Before he got out of the car, he told me to lie face down on the floor in the back and stay down. I was 10 years old, so, of course, I didn’t listen.

“When I looked up, I saw my dad running back to the car, firing his gun. He jumped in and sped off. I got up and asked what happened to the pizza,” Groomes recalled. “We then had a standing joke between us that he owed me a pizza.”

Looking at everything together — his fluency in several languages, the multiple degrees he earned, serving his country in







the Navy and Army Reserve and as a dedicated member of law enforcement with multiple federal agencies, and so much more — it could be easy to understand if Dunlap boasted about his accomplishments. But he remained modest to the end, regardless of how others viewed his groundbreaking journey.

“He was so humble. It was just like, that’s what you do. You’re supposed to do these things. You have to do these things,” Groomes said. “Maybe that’s why, when I was younger, I never understood the gravity of what he did, because he was so hum-

ble and matter-of-fact about it.”

Dunlap’s final encore — a 20-plus-year teaching career at Malcom X College and West Side Learning Center — finally allowed him to do the thing he had set out to do decades earlier.

“When he was a young man, the only thing he ever wanted to do was teach. That was a passion of his, and he was a teacher in many ways in his life,” Groomes said. “But because of the racism that existed, the opportunities weren’t there for him to do all the things he wanted to do. So, it was kind of cool that at the end of his life he finally was able to ... be a teacher.”

Dunlap died peacefully at his home in 2020 at age 97, his history left to family stories and a giant box of newspaper clips and congratulatory letters that chronicle his life of service.

To cement her father’s legacy, Groomes is working with Roosevelt University to establish the LeArthur Dunlap Scholarship for African American Students, which recognizes her father’s personal and professional accomplishments while also providing funding for a student to further their education.

“My goal is to keep it going in perpetuity to honor a serviceman or woman or young person of color who’s poor, who doesn’t have the means,” Groomes explained.

Information about the scholarship and how to contribute to it can be found at <https://alumni-giving.roosevelt.edu/learthur-dunlap>. So moved by what he took away from Dunlap’s life, Catanzara plans to donate to the scholarship to support its mission and to pay tribute to Dunlap.

“I will never forget that conversation for the rest of my life,” Catanzara said.

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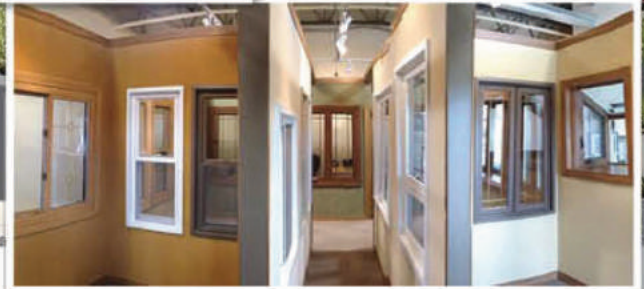
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# Annual Chili Cook-off

The Emerald Society of Illinois would like to thank everyone who came out for Annual Chili Cook-Off. Our celebrity judge panel led by Fr. Brandt, Brian Warner and our new Queen, Grace O'Connor had a very difficult task of declaring the winners. We would like to thank all our members and guests who summited their delicious entries in the chili cook off, there were 12 total. We would like to congratulate our top three contestants on their win; 1st Tim O'Donnell 2nd Tom Sieja 3rd Daniel Kearns We would like to send a special thank you to the newly crowned Queen of the St. Patrick's Day Parade, Queen, Grace O'Connor and her Court Courtney Cady, Megan Cahill, Marsie Finnegan, Kathleen Sullivan and Cara Walsh.



PHOTOS BY GEORGE GILL



# Sweet Smell of Success

**Lodge 7 never gives up on the fight...  
for the right...to arbitration for discipline**

■ BY MITCHELL KRUGEL

The exhale of the past few months' angst gave way to a dramatic inhale when Lodge 7 President John Catanzara gathered with several of his executive board members late on the afternoon of Jan. 31. The breath of fresh air came from Catanzara referencing a renowned movie scene to describe the feeling from what had just transpired.

"Smells like victory," he elated.

Conjuring Robert Duvall's famous line from "Apocalypse Now" had so much reverberation here. The apocalypse the City Council has been brewing in attempting to deny Lodge 7 members the right to arbitration for discipline — the right negotiated

in the new collective bargaining agreement, the right guaranteed by state law, the right upheld twice by arbitrator Edward Benn — had been thwarted.

On Jan. 31 — after the council pulled more crap to put off the vote for or against confirming the right — Judge Michael T. Mullen issued a temporary restraining order to do what the mayor and his minions would not. And that TRO, which will hold until Feb. 26, also suspends the Police Board from hearing or ruling on any discipline cases.

"They say it's not personal. But this is very personal for us, to the degree that I know full well the torture these officers go through having to deal with this," Catanzara exclaimed. "We are enjoying a little bit of victory and satisfaction."

First Vice President Mike Mette, Financial Secretary Jim Jaktavich and Political Director Mike Cosentino joined Catanzara to share a toast that included the presence of a Walker that was Johnny-on-the-spot for this occasion. The victory had to be celebrated like this considering the obstacles overcome and the triumph over a mayor who seems to be lightheaded on this matter, if not lightfooted.

The incredulity of how this issue came to be decided in the courts rather than on the chamber floor is not lost on 9th Ward Alderman Anthony Beale. He has been in City Council for nearly 25 years and submits that he has never really seen anything like this.

He confirms the right to arbitration first became mucked up when the council and the mayor made it a separate item when voting to approve Lodge 7's new collective bargaining agreement, negotiated this past summer. The salary part of the contract was approved, but the right to arbitration, well, what the muck?

"First of all, it should have never been split. I've never seen a contract split," Beale added. "That lets you know that politics is now engaged in the governing process. There are ordinances I have voted for that I have not liked over the years, but you have to do what's right by the taxpayers and the City of Chicago."

Just to be clear, the City Council has until Feb. 26 to vote to approve the part of the contract that allows the right to arbitration for discipline. If it doesn't, they will be back in court on that date, when Catanzara expects Judge Mullen to grant Lodge 7's request for a summary judgment to make the TRO permanent.

City attorneys did not make much of an argument to block the TRO during the Jan. 31 appearance before Mullen. Perhaps the council should heed that and act accordingly.

"The City capitulated pretty quickly to the TRO, knowing that the judge was leaning that way anyway," Catanzara commented. "So maybe they're trying to see what kind of hearts and minds get changed with this court action, where some of the people say, 'This is a losing battle. We need to just stop,' and enough of them change their vote."

Catanzara explained that if the council takes no action, then the award is in effect and there's nothing they can do to stop it. If the council votes to reject it, then they will have to take that explanation back to the judge on Feb. 26 to explain their position and why it was rejected.

Apparently, there has been no reasonable explanation thus far for why nearly half of the council has voted in favor of this aspect of the contract. Which might explain why there was no vote called on the ordinance at the Jan. 31 City Council meeting.

Which is the greatest irony — or hypocrisy — considering that the mayor and proponents of keeping the Police Board and not giving Chicago Police Officers the right to arbitration for discipline are trying to maintain transparency.

“So, the mayor claims to be super transparent and super democratic, but this is not a democratic process,” Beale asserted. “They don't even want to hear it. I mean, if you have conviction in something, let the voices be heard and then vote it down accordingly. That's democracy. But this administration is not interested in doing what's right. They're interested in doing the political thing for his base, and that is destroying the fabric of this City.”

One of the misdirection plays the council has run is seeing if referring the ordinance to the Committee on Workforce Development would generate enough support to muster the votes to keep it from being passed. Chicago Police Officer Peter Chico, an alderman representing the 10th Ward, is a member of that committee, and from briefings on Zoom and talking with members of the mayor's staff trying to walk him through it, he was easily able to discern what was happening.

“It's been one-sided, where you don't even hear the other side,” Chico reported. “That was the concern.”

He then used the term “fearmongering” to describe what happened in committee. And that's what made concern escalate to outrage.

“When you talk behind closed doors, it sends up the red flag to people,” Chico added. “A lot of my colleagues who have years in the council have said they'd never seen anything like that before.”

Beale's perspective explains why some council members would take on a fight that is a violation of state law. He describes how it has evolved from a second consecutive weak mayor and council members who are afraid that if they don't align with the mayor, they won't be able to get the resources they want to make them look good to residents in their wards.

Add in the agenda-driven politics that compels some alderwomen and aldermen to make decisions pandering to public opinion, and the council has become toxic.

“It's toxic because you three factions in the council right now,” Beale expounded. “You have the socialists, and then you have common-sense members who want to do the right thing. And then you have a group in the middle who would do whatever the mayor tells them to do.”

By the next City Council meeting, on Feb. 17, enough members might heed what's happened in court. Or not be swayed by the mayor pandering to his base at the expense of the taxpayers.

Or maybe listen to reason ostensibly coming from the City itself.

“At the end of the day, they know we're going to lose. Even the City lawyers are telling them we're going to lose,” Beale noted. “It makes no common sense to me at all.”

As the City has acknowledged that it's an uphill battle to win the fight against arbitration for discipline, Chico sees a glass half full from the TRO.

“I think it shows the council that we are on the right side of this,” he added. “It's clear as day to us, and I think at the end of the day, what's right will prevail.”

Leaving it to the courts might give some council members plausible deniability by being able to tell their constituents they voted against the ordinance but will not violate state law. Or maybe they will stand up for what's right.

“It's just, are they going to look themselves in the mirror?” Catanzara declared. “Are they going to say, ‘Is this a fight we can win? Or am I going to deal with the political blowback sooner rather than later?’”



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<sup>1</sup> <https://www.cdc.gov/nchs/health topics/hospitalization.htm>

<sup>2</sup> Economic Well-Being of U.S. Households in 2022, May 2023

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